



Managing Allegations about Staff / Whistleblowing

Allegations or Complaints of Abuse against Staff – Where the Information Suggests Possible Abuse or Harm towards a Child

All staff and volunteers should understand what to do if they receive an allegation against them or an allegation is made to them concerning the behaviour of another member of staff, volunteer or visitor.

Any information, suggestion, allegation or complaint against a member of staff (including visitors and volunteers) about possible child abuse must be taken seriously. Allegations may be made against members of staff/volunteers currently involved with children, but may also be made against staff/volunteers who are no longer part of the service. **In all circumstances, allegations must be treated seriously, managed sensitively and promptly acted upon.**

As with any information which may indicate that a child may be at risk or has suffered harm, the **DMS for Child Protection** (unless the allegation made is against the DMS, in which case the assigned depute) must be **informed without delay**.

On every occasion, The Inter-Agency Child Protection Procedures for Edinburgh and the Lothian's will be invoked and an Inter-Agency Referral Discussion will determine the course of action to be followed. **In order for this to take place, one of the Core agencies will be contacted immediately by the DMS on becoming aware of the allegation.**

What if I have concerns about a colleague or trusted adult?

When staff have concerns about another adult's behaviour, **Whistleblowing** is the mechanism by which adults can voice their concerns, made in good faith, without fear of repercussion. It is important that you understand Midlothian Council's Whistle-blowing policy and procedures and who to talk to if you have a concern about another adult. Concerns can be reported via the Council's website under 'Report, Fraud, Corruption and Whistle-blowing' [Link](#).

Don't think "What if I'm wrong?" think "What if I'm right?"